

18 November 1965

MEMORANDUM FOR: Director of Personnel

SUBJECT : Interchange Agreement with the Civil Service Commission

1. After discussion with Mr. Clifford Bailey, Assistant Chief, Foreign Affairs Personnel Planning Staff at State, I now believe that we should push for an interchange agreement.

2. Many of the reasons which led State to this agreement apply to the Agency as well.

a. Mr. Bailey felt that the agreement was basically to their advantage considering the relative size of the Foreign Service and the Civil Service.

b. The program is predominantly a one-way street, that is, Foreign Service to Civil Service. They did waive the 30 month conditional period for entry into the Foreign Service Staff for transferees meeting the 30 months Civil Service requirement. This is about the size of their reciprocity commitment although the overseas nature of FES assignments made even this something of a risk for State. They also allow access to their personnel files for officers of interested agencies.

c. The agreement gives their people a wider latitude of Government service and eases State's problem with people who have become assignment cases or are selected out. When asked about the advisability of making it easy for employees to leave in a time of personnel shortages, Mr. Bailey replied that they don't want to retain people in the Foreign Service against their will; and the more pleasant the parting, the better it will be for all concerned.

d. After the Hays Bill is passed and the Foreign Affairs Officer system is set up, State will have a wider latitude in making indefinite type reserve appointments. Thus, the FES's could be included in the agreement. They are not in it now due to the time limits on their appointment. An Agency-CSC interchange agreement would clarify the position of "our people on their rolls" as Mr. Bailey states it.

e. Mr. Bailey said that AED and USIA are now negotiating agreements under terms of the Executive Order 11819 with the CSC and intend to include their FES's.

f. The CSC at no time was minded to interfere with their appointment promotional policies. Their tendency seems to be increasingly away from involvement with the excepted services even on appeals.

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3. The attached chronology indicates the ups and downs of this subject in CIA since 1957. Many of the old 'bugaboos' such as fear of the Commission prying and veterans preference have been overtaken by events. The trend of the times is definitely in the direction of removing artificial barriers between the various Federal services.

4. Inasmuch as you, on 4 February 1963, addressed a memorandum to the Deputy Director for Support recommending that we defer our negotiations with the Commission until it became clear as to what kind of an agreement CSC would work out with State, AID, and USIA, it would seem that the moment is now on hand. A conference with the Executive Director, CSC, Mr. Nicholas J. Czanovic, is recommended as a first step.

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Chief, Plans and Review Staff
Office of Personnel

Attachment: A/S

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